## Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

## **National Park Service: NPS (and below)**

For 4th Quarter 2021 for period ending September 30, 2021

	Comparative Data											
Complaint Activity	Pr	evious	ıta	2021Thru09-30								
	2016	2017	2018	2019	2020	20211111u09-30						
Number of Complaints Filed	76	87	97	83	77	80						
Number of Complainants	74	87	94	82	73	77						
Repeat Filers	2	0	3	1	4	3						

Complaints by Davis			Com	parativ	e Data	1
Complaints by Basis	Pro	evious 1	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2016	2017	2018	2019	2020	2021Thru09- 30
Race	22	26	31	23	26	33
Color	9	8	11	9	12	10
Religion	1	2	2	3	6	3
Reprisal	39	34	49	38	40	41
Sex	23	37	32	31	34	26
PDA	1	3	0	0	0	1

National Origin	9	12	9	3	2	14
Equal Pay Act	0	0	0	0	0	0
Age	20	35	23	27	28	25
Disability	28	17	37	24	32	19
Genetics	0	0	0	1	0	0
Non-EEO	2	1	5	4	3	2
		ı	Com	parativ	ve Data	l
Complaints by Issue	Pr	evious	Fiscal '	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2016	2017	2018	2019	2020	2021Thru09- 30
Appointment/Hire	20	14	10	8	11	18
Assignment of Duties	8	12	5	12	6	8
Awards	1	3	0	1	1	0
Conversion to Full Time/Perm Status	0	1	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	3	6	2	0	4	3
Suspension	1	3	5	3	5	4
Removal	2	2	6	4	5	2
Other	0	0	0	0	0	0
Duty Hours	0	4	0	1	3	3
Perf. Eval./ Appraisal	8	10	6	9	6	3
Examination/Test	0	2	0	0	0	3
Harassment						
Non-Sexual	32	38	42	34	30	25

Sexual	4	1	3	3	4	1
Medical Examination	1	0	0	1	1	0
Pay including overtime	3	4	0	1	1	4
Promotion/Non-Selection	10	7	17	4	8	4
Reassignment						
Denied	1	0	1	0	0	0
Directed	0	3	5	4	2	3
Reasonable Accommodation Disability	10	4	11	8	11	5
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	2	0	1	0	0
Sex-Stereotyping	0	0	0	0	0	1
Telework	2	0	2	0	1	0
Termination	3	7	5	3	6	7
Terms/Conditions of Employment	7	15	7	5	8	8
Time and Attendance	4	4	3	1	7	3
Training	2	2	1	5	3	2
Other						
User Defined - Other 1	0	1	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0

				Comp	parative	Data	
<b>Processing Time</b>		]	Previous	Fiscal Y	ear Data	ı	2021Thru09-
	2	016	2017	2018	2019	2020	30
Complaints pending during	g fis	scal ye	ear				
Average number of days in investigation	19	97.67	184.92	146.95	169.08	155.99	166.32
Average number of days in final action	8	5.48	53.89	44.86	66.75	97.56	120.07
Complaint pending during	fiso	cal yea	ar where	hearing v	vas reque	sted	
Average number of days in investigation	20	06.91	183.33	154.61	167.64	154.19	169.33
Average number of days in final action	1	8.00	36.20	31.26	61.94	81.13	63.60
Complaint pending during	fiso	cal yea	ar where	hearing v	vas not re	equested	
Average number of days in investigation	19	01.35	186.03	138.25	172.13	159.72	156.50
Average number of days in final action	11	9.21	65.85	48.43	73.25	143.27	186.67
				Con	parative	e Data	
Complaints Dismissed b Agency	y		Previou	s Fiscal	Year Da	ta	2021Thru09-
		2016	2017	2018	2019	2020	30
Total Complaints Dismissed by Agency		3	8	3	8	6	7
Average days pending price to dismissal	or	202	128.13	94.33	123.75	120.67	149.14
Com	pla	ints V	Vithdrav	vn by Co	mplaina	nts	
Total Complaints Withdrawn by Complainants		6	6	6	2	9	9

					(	Com <sub>]</sub>	par	ative	e Da	nta		
Total Final Agency		P	rev	ious	Fis	cal Y	<b>Zea</b> ı	r Da	ta		2021	Thru09-
Actions Finding Discrimination	20	016	201		20	)18	20	)19	2	020	30	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		0		0		1		6	
Without Hearing	1	100	0	0	0	0	0	0	1	100	5	83
With Hearing	0	0	0	0	0	0	0	0	0	0	1	17
Findings of Discrimination	1					Con	ıpaı	rativ	e D	ata		
Rendered by Basis		]	Pre	vious	s Fi	scal	Yea	ır Da	ata		2021	Thru09.
Note: Complaints can be	2	2016	2	017	2	018	20	019	2	2020		30
filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	! %	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		1		6	
	i_						Ť.					

Rendered by Basis		I	rev	ious		2021Thru09-						
Note: Complaints can be	20	)16	20	)17	20	)18	20	)19	2	020		30
filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		1		6	
Race	0	0	0	0	0	0	0	0	0	0	3	50
Color	0	0	0	0	0	0	0	0	0	0	2	33
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	1	100	2	33
Sex	0	0	0	0	0	0	0	0	0	0	3	50
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	2	33
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	1	17
Disability	0	0	0	0	0	0	0	0	0	0	1	17
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0

Findings After Hearing	0		0		0		0		0		1	
Race	0	0	0	0	0	0	0	0	0	0	1	100
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	1	100
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	1	100
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		0		0		1		5	
Race	0	0	0	0	0	0	0	0	0	0	2	40
Color	0	0	0	0	0	0	0	0	0	0	2	40
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	1	100	1	20
Sex	0	0	0	0	0	0	0	0	0	0	3	60
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	1	20
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	1	20
Disability	0	0	0	0	0	0	0	0	0	0	1	20
Genetics	0	0	0	0	0	0	0	0	0	0	0	0

Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
						Com	pai	rativ	e D	ata		
Findings of Discrimination		F	rev	ious	Fis	scal '	Yea	r Da	ıta		2021	Thru09-
Rendered by Issue	20	)16	20	)17	20	2018		2019		020		30
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	0		0		0		0		1		6	
Appointment/Hire	0	0	0	0	0	0	0	0	1	100	2	33
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	1	17
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	5	83
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0

Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	1	17
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	1	17
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		0		0		0		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	1	100
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	1	100
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0

Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	1	100
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0

Terms/Conditions of	0	0	0	0	0	0	0	0	0	0	0	0
Employment												
Time and Attendance	0	0	0	0	0	0	0	0	0	0	1	100
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
		ı				I		ı		ı		I
Findings Without Hearing	0		0		0		0		1		5	
Appointment/Hire	0	0	0	0	0	0	0	0	1	100	1	20
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	1	I		I		<u> </u>	1	<u> </u>	1	I	l <u> </u>	I
Non-Sexual	0	0	0	0	0	0	0	0	0	0	4	80

Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	1	20
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0

	Comparative Data									
Pending Complaints Filed in Previous Fiscal Years by Status	Pro	evious ]	2021Thru09-							
·	2016	2017	2018	2019	2020	30				
Total complaints from previous Fiscal Years	82	76	90	75	61	54				
Total Complainants	78	76	89	71	60	52				
Number complaints pending										
Investigation	1	0	0	1	0	0				
ROI issued, pending Complainant's action	0	0	0	0	0	0				
Hearing	75	75	87	71	50	52				
Final Agency Action	7	1	2	6	11	2				
Appeal with EEOC Office of Federal Operations	32	14	16	13	20	16				
	Comparative Data									
<b>Complaint Investigations</b>	Pro	evious l	2021Thru09-							
	2016	2017	2018	2019	2020	30				
Pending Complaints Where Investigations Exceed Required Time Frames	6	0	2	1	0	0				